



Academy of Economic Studies of Moldova (ASEM)

GENDER EQUALITY PLAN 2023-2024

1. INTRODUCTORY PROVISIONS

This document has been prepared in accordance with the requirements of the European Union Framework Programme for Research and Innovation “Horizon Europe” (2021-2027), to which the Republic of Moldova is a party through the ratification of the Agreement between the Republic of Moldova, on the one hand, and the European Union, on the other hand, regarding the participation of the Republic of Moldova in the European Union Programme “Horizon Europe” - the Framework Programme for Research and Innovation (Law No. 193 of 25.11.2021), the Communication to the European Parliament, COM 152 (2020), on the Gender Equality Strategy 2020-2025, as well as the provisions of the European Commission Communication on the European Research Area, COM 628 (2020).

The Academy of Economic Studies of Moldova (ASEM), in order to meet the European requirements for participation in the European Union Framework Programme for Research and Innovation “Horizon Europe” (2021-2027), and having the mission to ensure excellence and performance in research and innovation, undertakes, in good faith and through this document, to implement a balanced dialogue among stakeholders in the fields of research and innovation within the institution. Through this plan, ASEM also carries out activities related to the institution’s participation and engagement within EU programmes for research, innovation and development.

In order to achieve excellence in research and innovation, the University aims to foster an inclusive and diverse environment and to ensure inclusion in the fields of research and innovation based on respect for the principle of gender equality.

This Gender Equality Plan has the mission to eliminate gender imbalances and barriers and to ensure equal opportunities for all stakeholders in the fields of research and innovation. In pursuit of this objective, ASEM positions itself among

organisations with active participation in research and innovation, both at national and international level.

The Gender Equality Plan is an instrument which, on the one hand, reiterates some of the values that guide the institution (such as equality, inclusion, diversity and transparency) and, on the other hand, responds proactively to challenges in order to ensure compliance with gender equality principles in all institutional processes and practices.

This document is to be implemented by the Academy of Economic Studies of Moldova during the period 2023-2025.

2. OBJECTIVES AND IMPLEMENTATION MEASURES

Recognising the values of gender equality, the Academy of Economic Studies of Moldova aims to promote, both within the institution and in its relations with other stakeholders, a culture based on gender equity. Thus, ASEM's activity will be guided by ensuring reciprocal, respectful dialogue, by promoting equal gender opportunities and by leveraging diversity in the activities carried out. At the same time, there is a clear need to undertake measures aimed at preventing and combating gender inequality.

In this context, the Academy of Economic Studies of Moldova aims to identify the specific objectives and the necessary measures to be undertaken in the period 2023-2025.

In line with EU recommendations regarding the development of Gender Equality Plans at national level, ASEM sets out the following specific behavioural objectives to ensure compliance with the principle of gender equality:

Objective 1. Document management - to complement internal documents with regulations on gender equality, as well as mutual respect and the ensuring of equal opportunities for ASEM employees.

Objective 2. Human resources - to undertake periodic measures for promotion, sensitisation and awareness-raising among employees, based on the following values:

- **a) Inclusion** - promoting an inclusive culture based on respect for dignity, equality and diversity, and on eradicating stereotypes, discrimination, harassment and violence (in any form);
- **b) Diversity** - promoting mutual respect and a framework that integrates cultural, religious or ideological differences and gender-related differences; undertaking initiatives and approaches that enhance the understanding of diversity and, consequently, knowledge transfer;
- **c) Gender equality** - promoting, at institutional level and within the environment of partner entities, in cooperation, practices and policies that ensure balanced representation at all decision-making levels;
- **Equality** - promoting institutional processes that ensure equal and effective opportunities and access throughout the entire career path within the institution (from recruitment to career development), including by ensuring transparency in the selection and promotion process for employees;
- **d) Balance** - promoting individual or collective approaches that reconcile family life with professional life;
- **e) Transparency and integrity** - developing practices that ensure institutional transparency through the application of the principles of excellence, equal opportunities and diversity;

- **f) Freedom** - developing and encouraging critical and creative thinking by protecting freedom of expression; promoting a sustainable working environment;
- **g) Personal development** - supporting the full development of individual potential through the promotion of tailored measures.

The measures listed above will also be implemented annually through the professional development of employees via continuing training courses, including by strengthening leadership while taking gender equality aspects into account. The assessment of skills and competencies is one of the periodically performed tasks.

Another measure under this objective involves informing employees and increasing the level of awareness regarding sexual and moral harassment, recognising abuse and identifying and distinguishing related behaviours, as well as defining boundaries and concepts.

Objective 3. Institutional communication - one of the objectives of human resources management programmes is based on the development of communication and the level of awareness regarding gender equality; thus, the aim is to increase institutional awareness regarding any possible form of discrimination that may occur in the performance of duties.

Objective 4. Favourable working conditions - creating opportunities to reconcile employees' family life with their professional duties. Encouraging the organisation of gatherings outside working hours to foster interaction among families and to encourage friendships based on respectful social values. The organisation of at least one annual social programme activity will be pursued. Additionally, improving the relationship between professional and personal life for employees returning from childcare leave.

Objective 5. Mediation and conflict resolution - situations created as a result of discriminatory acts require, as a priority and where the legal framework allows, depending on the seriousness of the offence, the informal settlement of conflicts in

order to eliminate discrimination, harassment or other behaviours, without initiating a formal investigation. In this regard, the counselling of the participant(s) and the direct addressing of the situation through mediation will be pursued.

3. FINAL PROVISIONS

This document shall be published on the website of the Academy of Economic Studies of Moldova to ensure transparency and dissemination. The Gender Equality Plan is prepared in two languages, Romanian and English, both versions having the same content. In case of discrepancies of interpretation, the Romanian-language version shall prevail. The entire framework of internal documents at the Academy of Economic Studies of Moldova shall be aligned with this Plan. The implementation and monitoring of the Plan is the responsibility of the Science Service together with the Legal Service and Secretariat, and the Human Resources Division.